

SUSTAINABILITY POLICY



Our Commitment

MACA is committed to helping lead sustainable mining and construction and contributing to a low carbon future by working with its clients, suppliers and the industry to help enable the global energy transition.

Sustainability encompasses material issues relating to MACA's activities with respect to Environmental, Social and Governance (ESG) matters. It involves the integration of ESG factors into decision making to maximise short and long-term shareholder value, seek competitive advantage, and contribute to safe and healthy employees, communities and ecosystems.

The **objectives** of this Sustainability Policy are to:

- Effectively manage sustainability risks and opportunities, enhance business performance and support the longterm sustainability interests of MACA.
- Promote a culture of accountability for sustainability outcomes and improve the sustainability knowledge and skills of workers.
- Integrate ESG considerations into MACA's business processes, and seek opportunities to collaborate with the supply chain to drive innovation and create mutual value.
- Support the adoption and delivery of appropriate industry rating schemes and standards that drive sustainability outcomes for MACA and its clients.
- Drive the efficient use of resources and encourage innovation and successfully deliver projects that meet client expectations, and leave net positive legacies for MACA, its clients, the environment and communities.
- Enhance MACA's resilience to climate change.

Guiding MACA are three commitments to deliver:

- Minimised environmental footprint - through responsible mining and construction practices and acting on climate change.
- Enhanced social value - for people and communities.
- Transparent, trusted governance - building on proven systems and governance.

MACA is committed to abiding by the principles of the UN Global Compact and acknowledges its role in contributing to advancing the UN Sustainable Development Goals.

MACA is committed to transparently sharing its sustainability performance through their contribution to the Thiess Group's annual Global Reporting Initiative (GRI) aligned Sustainability Report and Taskforce on Climate-related Financial Disclosures (TCFD) aligned Climate Report. These reports are presented to the Thiess Group Safety, Sustainability and Compliance Committee (SSCC) for consideration prior to final approval.

The SSCC oversees the management of the Thiess Group's sustainability risks, opportunities and performance, including MACA, and ensures the effectiveness of processes to meet sustainability objectives and maintain compliance with applicable regulatory and other requirements.

MACA will regularly review strategies, reporting and performance to ensure they demonstrate compliance with all legislative requirements, support continuous improvement in sustainability and business performance, and meet the objectives of the Policy.

A handwritten signature in black ink, appearing to read "David Greig".

David Greig
Group Executive - Australia West
October 2023

All policies and procedures are available on the MACA Management System (MMS).